

# **JOB VACANCY ANNOUNCEMENT**

## **AMERICAN EMBASSY**

June 22, 2015

**ANNOUNCEMENT #:** HR15-022

**OPEN TO:** All Interested Candidates

**POSITION:** **ADMINISTRATIVE MANAGEMENT ASSISTANT**

**POSITION NO:** A70200

**OPENING DATE:** June 22, 2015

**CLOSING DATE:** July 6, 2015

**WORK HOURS:** Full-time; 40 hours/week

**SALARY:** \*Not-Ordinarily Resident: (Position Grade: FP-06 to be confirmed by Washington)

\*Ordinarily Resident: GH¢28,111p.a. (Starting salary)  
(Position Grade: FSN 08)

**LENGTH OF HIRE:** Indefinite

**NOTE: ALL U.S. AND NON-GHANAIAN CITIZENS, WHO ARE NOT FAMILY MEMBERS OF USG EMPLOYEES OFFICIALLY ASSIGNED TO POST AND UNDER CHIEF OF MISSION AUTHORITY, MUST ATTACH COPIES OF THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO THEIR APPLICATIONS TO BE ELIGIBLE FOR CONSIDERATION. NO RELOCATION EXPENSES ARE PROVIDED TO THE JOB LOCATION: ACCRA, GHANA. IF TRANSPORTATION TO ACCRA IS REQUIRED, IT WILL BE THE EMPLOYEE'S RESPONSIBILITY**

The U.S. Embassy in Accra, Ghana is seeking an individual for the position of **ADMINISTRATIVE MANAGEMENT ASSISTANT** in the Public Affairs Section (PAS) of the Embassy.

### **BASIC FUNCTION OF POSITION**

The incumbent serves as the senior Locally Engaged Staff (LES) administrative and financial management advisor in the Embassy's Public Affairs Section (PAS), which operates one of the largest cultural, educational and youth exchange programs in sub-Saharan Africa. S/he collects data and prepares reports in coordination with the Embassy's Financial Management Center (FMC). In addition, the incumbent coordinates all PAS administrative activity, with the exception of receiving and the full range of procurement. S/he is also responsible for coordinating or completing administrative documents regarding grants.

Under the supervision of the Public Affairs Officer (PAO), the incumbent provides the operating data on financial and administrative feasibility of Public Diplomacy (PD) activities (including the IIP/IRO, ECA, PEPFAR PD, and ECA/Educational Advising activities), to support PD activities under the Mission Strategic Performance Plan. S/he analyzes business processes to administer grants, process advance and voucher payments to invitational travelers, PAS staff, sub-cashier collections as assigned, to streamline PAS activity and to ensure the timely administration of funds and purchases in support of PD press, exchange, education and program activities. In coordination with PD program assistants, s/he coordinates all logistical support for PD academic exchanges, grantee travel, program travel, U.S. expert travel, program implementation and program monitoring and evaluation.

**(a) Budget Analysis and Financial Management Duties:**

Responsible for the formulation, presentation and execution of total PAS budget; utilizing analyses of financial status and knowledge of previous trends, forecast surpluses and deficits within the PAS salaries and expenses appropriation, travel, training and other principal accounts; develops, prepares and examines budget and cost estimates for projects and reviews all major budget concerning PAS operations.

Submits to the PAO, quarterly financial plan, a report on breakdown of recurring operating cost and discretionary funds available for use; advises PAO on projected spending, prepares spending breakdown for events based on past activities and knowledge of the local market. Maintains travel and representation cuff records; and reviews monthly status report of fund and obligation reports.

Prepares purchase orders, vouchers, and petty cash records and obligation patterns; prepares replenishment vouchers and request replenishment checks.

Reviews the Advice of Allotment (AOA) cables/report monthly and keeps cuff records of all operating increases and decreases; advises the PAO on funds availability during annual operational planning; reviews workload counts and reports to ensure accuracy responsible for initiating procurement request for purchase of office equipment.

**(b) Administrative Duties :**

Incumbent is the senior LES advisor to the PAO and other U.S. Foreign Service officer in PAS on necessary logistics funding for special events. Directs and coordinates administrative logistics of PAS cultural events, lectures and conferences. Establish schedule for events and ensure that payments are made on schedule and that adequate supplies are on hand. Identifies and flags problems to the PAO and makes recommendations for solutions.

Acts as a liaison with Embassy management office and subsections and ensures that requests for services are met in a timely manner.

Coordinates both in-country and international travel arrangements for the PAO and Locally-Employed staff. Supervises all travel arrangement for other official visitors; assists with hotel reservation, airline ticket purchases, transportation, honoraria, per diem, visas and accommodation exchanges.

Maintains the post's unclassified administrative subject files; prepares documentation and monitors all PAS grants for local individuals and institutions. Ensures that grant financial and reporting milestones are identified, tracked and performed in accordance with State Department regulations.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office

## **QUALIFICATIONS REQUIRED**

**NOTE: All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.**

1. Two years of college in the major of business administration or accounting-related field is required.
2. A minimum of two years work experience in managing resources and programs and some experience with accounting for programs is required.
3. Level IV (fluent) English, written and oral is required. Must possess a high degree proficiency in both written and spoken English and must be able to present analysis and recommendations in clear written and oral formats. Language proficiency will be tested.
4. Knowledge of bookkeeping, travel planning and accounting is required. Experience in supporting events management or education programs is required.
5. Proven ability to use financial and accounting software to document and support business, program or project activities is required. Proven ability to work well as a member of a diverse team in high-pressure environment is required. Commitment to USG interagency collaboration and cooperation expected. Strong writing skills and excellent communication and facilitation skills is required. Proven ability to manage budgets is required.

## **SELECTION PROCESS**

When equally qualified, US Citizen Eligible Family Members (AEFMs) and U.S. Veterans will be given preference. Therefore, it is essential that the candidate address the required qualifications above in the application.

## **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed US Citizen EFMs who hold FMA appointment are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment, unless currently hired into a position with a When Actually Employed (WAE) work schedule.

## TO APPLY

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment (UAE) as a locally Employed Staff or Family Member (DS-174): **or**
  2. A combination of both: i.e. Section 1-24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **or**
  3. A current resume or curriculum vitae that provides the same information found on the UAE (*see section 3A below for more information*): **plus**
  4. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional US Veteran preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
  5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.
  6. A telephone number, post office box and/or e-mail address where we can contact you to schedule an interview.
- 3A. If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE.

### **Failure to do so will result in an incomplete application.**

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Date and Place of Birth
- G. Current Address, Day, Evening, and Cell phone numbers
- H. U.S. Citizenship Status (Yes or No) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
- I. U.S. Social Security Number and/or Identification Number
- J. Eligibility to work in the country (Yes or No)
- K. Special Accommodations the Mission needs to provide
- L. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- M. Days available to work
- N. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- O. U.S. Eligible Family Member and Veterans Hiring Preference
- P. Education
- Q. License, Skills, Training, Membership, & Recognition
- R. Language Skills
- S. Work Experience
- T. References

## NOTE:

1. All applications must have the **Position Number** and **Position Title** identified.
2. All “Hard Copy”/printed applications must be submitted to the Mail Room at the Chancery. Hard Copy Applications submitted through any other office will not be accepted. You may apply on-line using the [AccraHRO@state.gov](mailto:AccraHRO@state.gov) email address. This is the preferred means of applying for a position with the American Embassy. Please go to our website for additional information, including current openings and tips on applying with the American Embassy in Accra. <http://ghana.usembassy.gov/jobopportunities.html>
3. **ALL APPLICATIONS MUST BE FOR AN OPEN/ADVERTIZED POSITION. APPLICATIONS PREVIOUSLY CONSIDERED FOR A JOB WILL NOT BE HELD/CONSIDERED FOR FUTURE JOBS. IF YOU ARE INTERESTED, YOU MUST RE-APPLY.**

## SUBMIT APPLICATION TO:

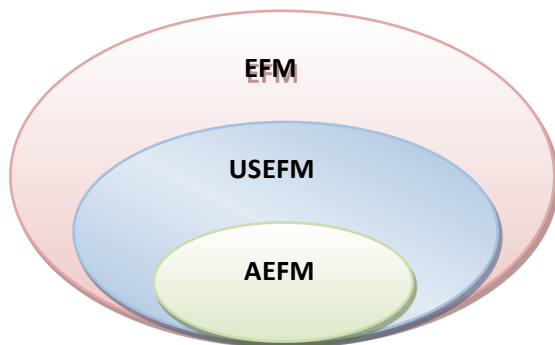
Human Resources Office  
Through the Mailroom, Chancery  
American Embassy, Accra  
P.O. Box GP194, Accra

## POINT OF CONTACT:

Telephone: 0302-741000  
Fax: 0302-741389  
E-mail: [AccraHRO@state.gov](mailto:AccraHRO@state.gov)

To get a copy of this vacancy announcement, please log on to our website at:  
<http://ghana.usembassy.gov/jobopportunities.html>

## DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a US-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Member (EFM):** An individual related to a US Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children

and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;

- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **US Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- US Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
  1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
  2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- Is listed on the travel orders or approved Form [OF-126](#), Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a US Citizen.

4. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a US Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

5. **Ordinarily Resident (OR)** – A Foreign National or US citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the Local Compensation Plan (LCP).

***CLOSING DATE FOR THIS POSITION: July 6, 2015***

*The US Mission in Accra, Ghana provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.*

*The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.*